**Auchenharvie Academy**

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**Anti-Bullying Policy**

**Bullying; It’s Never Acceptable**

**What does respect mean to you…**

ME being kind to others and others being KIND to me

Taking me seriously

Accepting me for who I am. It does not matter what I look like or where I stay.

I am amazing; you are amazing

Let’s all be amazing

TOGETHER

Don’t judge me for being me

Unconditional, positive regard

**Auchenharvie Academy**

**Anti-Bullying Policy**

**Bullying; It’s Never Acceptable**

**It’s not a normal part of growing up.**

**It does not build character – trust, acceptance, consistency and safety build character.**

**Pupils, teachers, parents and carers must all be good role models in the truest sense and remember – We can all make a difference.[[1]](#footnote-1)**

**Our School Vision**

To provide an equitable and excellent learning environment for ALL pupils which enables them to maximise their full potential and supports them into appropriate positive and sustainable destinations.

**Introduction**  
  
The emotional health and wellbeing of our young people is at the heart of achieving the outcomes ensuring they have the best start in life and are ready to succeed. This involves building the four capacities of becoming successful learners, confident individuals, effective contributors and responsible citizens as well as having improved life chances where they are more at risk.

Bullying behaviour has a negative impact on each one of the eight wellbeing indicators: safe, healthy, achieving, nurtured, active, respected, responsible and included, for both the young person participating in bullying behaviour and those experiencing it. Bullying behaviour can exist in all schools and we recognise the detrimental impact it has on the lives of young people. Everyone working with young people needs to challenge behaviour and attitudes which lead to bullying behaviour before incidents arise. When incidents do arise, it is important there are agreed procedures in place to ensure the appropriate action is taken.

**Auchenharvie Academy’s Vision for Promoting Positive Relationships**

Auchenharvie Academy is actively pursuing a positive ethos, within a nurturing environment, which makes our young people aware of the options open to them and the consequences, both positive and negative, of their action thus encouraging everyone to make the right choices for the right reasons.

The principal aim of the initiative is to create conditions where all young people and staff act positively, irrespective of the young person’s academic abilities or progress.

North Ayrshires Council and Auchenharvie Academy’s stance is that bullying behaviour of any kind is **never acceptable**.

**It’s not about calling someone a bully- it’s bullying behaviour.[[2]](#footnote-2)**

The purpose of this policy is to:

* Reduce, prevent and respond effectively to bullying behaviour.
* Provide a clear and consistent approach to managing incidents of bullying behaviour.
* Ensure that anti-bullying approaches are fully embedded in practice, ensuring fairness, respect, equality and inclusion.
* Ensure training, based on ‘Respect Me’[[3]](#footnote-3) principles, is made available to staff, young people, parents and carers.

**Health and wellbeing should be at the heart of the policy and young people**

**need to feel safe and secure in school[[4]](#footnote-4)**

The policy reflects the principles of:

* United Nations Convention on the Rights of the Child (UNCRC),
* Getting It Right For Every Child (GIRFEC)
* Curriculum for Excellence; keeping the Health and Wellbeing of all our young people at its heart

**Definition of Bullying Behaviour**

Auchenharvie Academy respects, supports and recognises the National Approach to Anti-Bullying as set out in Respect for All (Scottish Government, 2017) and the definition:

*“Bullying is both behaviour and impact. The impact is on a person’s capacity to feel in control of themselves ...bullying takes place in the context of relationships; it is behaviour that can make people feel hurt, threatened, frightened or left out. This behaviour happens face to face and online.”* (Respect Me, 2015)[[5]](#footnote-5)

In Auchenharvie Academy we recognise bullying behaviour is a breach of the United Nation Convention on the Rights of the Child **(UNCRC).** We actively promote the values and principles of the UNCRC and support an ethos of meaningful participation, respect and positive relationships with our young people.

Young people need to be “protected from abuse, or harm at home, at school and in the community”[[6]](#footnote-6). We want to make sure every young person feels safe, happy, healthy and secure both where they live and where they go to school. Only by working in partnership can we ensure we are doing the best for our young people in Auchenharvie Academy.

**We must all (pupils, teachers, staff and parents) be good role models in the truest sense and remember – we can make a difference.[[7]](#footnote-7)**

**We feel it is important to have the policy to reassure children that the process of dealing with any instances of bullying behaviour will have an end[[8]](#footnote-8)**

**What is bullying behaviour?**

Bullying behaviours can affect you physically and mentally, and can be persistent over time or a one off incident.

Some bullying behaviours include:

* Being called names, teased, put down or threatened face to face and online, verbally, or non-verbally, directly or indirectly.
* Being hit, tripped, pushed or kicked or physically mistreated.
* Having belongings taken or damaged
* Being ignored, left out or having rumours spread about you (face to face and or online)
* Sending abusive messages, pictures or images on social media, online gaming platforms or by phone
* Being targeted because of who you are or who you are thought to be (face to face or online)
* Behaving in such a way which makes people feel like they are not in control of themselves or their lives.

Sometimes bullying behaviour can take place but have no impact on the other person. However, this behaviour must still be recognised and challenged – in such cases the behaviour cannot be ignored and is **never acceptable**.

**It is important to know that it (bullying behaviour) does not need to be**

**persistent – it’s about impact even after happening once.[[9]](#footnote-9)**

In some cases, young people may not be aware that their behaviour is **actually** bullying. They are perhaps modelling the behaviour of adults or other children and young people, not understanding that this type of behaviour is **never acceptable**.

In these circumstances, the **intent** may not be present but the **impact and effect on the person will be no less severe.**

**Impact of bullying behaviour**

The impact of bullying behaviour may lead to:

* Inability to share feelings
* Changes to behaviour and/or physical appearance
* Aggression
* Demonstrating bullying behaviour towards others
* Lowered aspirations
* Eating disorders
* Self-harm
* Suicidal thoughts
* Parental/family stress & anxiety
* Health issues
* Reduced self esteem
* Poor/non-attendance
* Withdrawal from activities
* Loneliness/isolation
* Anxiety & depression
* Tearfulness
* Humiliation
* Feeling unsafe & fearful

‘*The impact an incident has had on a child or young person is more important than whether it is classified as bullying.’* (Scottish Government, 2010)

Auchenharvie Academy, under the Equality Act 2010, recognises the need to eliminate discrimination, harassment and victimisation and promote equal opportunities for all. We encourage everyone to celebrate differences and value individuality.

**Life would be boring if we were all the same. It is good to be different, we all have our strengths[[10]](#footnote-10)**

**Online bullying**

Auchenharvie Academy recognises that online bullying **should not be treated differently from face-to-face bullying**. The internet is a place, and like any social setting it has the potential to become a place where bullying behaviour can take place. Once again, it is **never acceptable**.

Within the technologies aspect of a Curriculum for Excellence and in line with the Scottish Government National Action Plan on Internet Safety for Children and Young People (April, 2017)[[11]](#footnote-11) we are developing digital literacy which continues to educate our young people in becoming cyber resilient, and support them to use the internet safely.

**When is it not bullying behaviour?**

We know that young people will fall out and disagree with each other as they make and build relationships. This is a normal part of growing up.

However, it is still important to discuss how they feel at these times. Restorative approaches[[12]](#footnote-12) provide learning opportunities which can also support young people, allowing them to bounce back and become emotionally stronger and resilient.

**Children and young people have the right to have their voice heard….When displaying bullying behaviours both the young person and their parents should be invited in for a restorative session.**

**Bullying or Criminal Behaviour?**

Some bullying behaviours are more serious and may be classed as criminal acts e.g. hate crime; child sexual exploitation or gender –based violence, including domestic abuse. Incidents where a young person feels they are being coerced or pressurised into something, such as engaging in sexualised behaviour, should be reported to our campus Police Officer.

Some online behaviour may be illegal, and it is essential that young people are aware of the far-reaching consequences of posting inappropriate or harmful content online. For example, in cases of sexual imagery, the Abusive Behaviour and Sexual Harm (Scotland) Act 2016[[13]](#footnote-13), criminalises the *non-consensual* sharing of intimate images.

**Hate Crime[[14]](#footnote-14)**

This is a crime motivated by ill will towards people who are seen to be different. This is criminal harassment and should be treated as such. Adults, children and young people can seek advice from PC Orr if they feel a hate crime has been committed.

**Expectations and responsibilities**

We understand every bullying incident should be looked at individually. However the information below show what young people in Auchenharvie Academy should expect from the people in their lives in terms of responding to, and managing bullying behaviour. This is supported by North Ayrshire Councils policy.

**Auchenharvie Academy**

Our anti-bullying policy reflects the expectations and responsibilities of North Ayrshire Council whilst also including and promoting our school values **respect, equality and determination**, in line with national guidance.

* Involve and consult meaningfully with our young people through our Personal Social Education (PSE) programme which focuses heavily on wellbeing indicators where every young person is encouraged to identify a member of staff who they consider to be their ‘go to’ person.
* Involve and consult meaningfully with all stakeholders to ensure awareness of our anti-bullying policy.
* Actively encourage parents and carers to raise a concern with their young persons’ House Year Head or Pastoral Care Teacher, and if either of these members of staff are unavailable to bring it to the attention of the Head Teacher.
* Any incidents are recorded alongside the action taken and next steps which are monitored and the relevant parents, carer and staff are kept informed, see flowchart. These recorded incidents are reviewed during the months of November, April and June. The information gathered is used to identify patterns thereby encouraging early intervention through the tailoring of our PSE curriculum.
* Monitor and review policy and practice on a regular basis linking in with the Positive Relationships Policy and progressing with our Rights Respecting Schools journey.



* We continue to consult with parents, carers and young people to identify a variety of ways in which bullying behaviour can be reported whether that is speaking to a member of staff or by posting a concern in one of the boxes which can be accessed by parents, carers and young people in supervised areas of the school.
* Restorative Approaches is embedded in our school in line with the Positive Relationships Policy; we resolve incidents of bullying through restorative approaches.
* Our Positive Relationships Policy focuses on Rights Respecting Schools, Nurturing and Restorative Practices and has our school values at its heart and are embedded in our day to day contact with our young people.

**Children and Young People**

Treat people with respect and not engage in bullying behaviour

* Be aware of any anti-bullying policies and practices in schools/clubs/groups attended.
* Where safe and appropriate, challenge bullying behaviour
* Share concerns with peers/ ‘go to’ person and if appropriate to the individual
* To work together with staff, parents, carers, peers and other agencies to promote our Positive Relationships Policy where it is made clear that bullying behaviour is unacceptable and will not be tolerated in Auchenharvie Academy.

**Parents and Carers**

Be aware of anti-bullying policies and practice in school/clubs/groups attended by their young person.

* Contact the school as soon as a concern is raised by your young person and share these concerns with the appropriate member of staff.
* To seek views from parents and carers through a variety of forums such as Parent Council, Family Learning Team and any other whole school events.
* To work with the school to give their young person a consistent message promoting positive respectful relationships.

**A range of strategies that will be used to prevent and respond to bullying**

**Below are some suggested strategies for children and young people on how to respond to bullying behaviour[[15]](#footnote-15).**

* Speak to their ‘go to’ person or any other member of staff if they are worried or concerned. All staff are here offer support but key staff identified are:
* Head Teacher
* Deputy Head Teacher
* Pastoral Care Teacher
* Area Inclusion Worker
* School Counsellor
* Campus Police Officer

**Remember - it really does help to talk to someone to plan a way forward**

* Block users online- report offensive language and bullying behaviours.
* Look out for others if they need help and report concerns
* Keep a diary of events – mentioning how it makes them feel.
* Talk to Childline or refer to www.respectme.org.uk

**A bad attitude is like a flat tyre- you can’t go anywhere unless you change it.[[16]](#footnote-16)**

**Restorative Approaches - Responding to bullying behaviour**

A Restorative approach[[17]](#footnote-17) can provide both sides with a chance to be listened to, a chance to explain what has happened from their point of view, a chance to explore the impact of the bullying behaviour, to challenge prejudice and offer an opportunity to learn and change behaviour.

**Any bullying behaviour must be challenged- but challenged respectfully.[[18]](#footnote-18)**

**What does Restorative Approaches look like in Auchenharvie Academy**

In all educational establishments in North Ayrshire, the same restorative enquiry questions are used:

|  |  |
| --- | --- |
| Person experiencing bullying behaviour | Person exhibiting bullying behaviour |
| 1. What happened ( ….and then what happened?) 2. What were your thoughts at the time? 3. What have your thoughts been since? 4. Who have you or anyone else been affected by this? 5. What’s been the hardest thing for you? 6. What would you like to see happen? | 1. What happened ( ….and then what happened?) 2. What were you thinking at the time? 3. What have your thoughts been since? 4. Who has been affected by this? How have they been affected? 5. What do you think needs to happen now? |

As a school we review this policy and our curriculum regularly to empower our young people alongside their parents and carers with restorative education, delivering sustainable key life skills.

“Relationships built through restorative practice are the oxygen people and communities need to survive and thrive…” (Dr Jim Lingo, Washington & Jefferson College)

Date of policy:

Review of policy:

1. (North Ayrshire teachers, pupils, parents and carers 2017) [↑](#footnote-ref-1)
2. NAC Young people [↑](#footnote-ref-2)
3. Respect Me respectme.org.uk [↑](#footnote-ref-3)
4. NAC Parents [↑](#footnote-ref-4)
5. Respect Me [↑](#footnote-ref-5)
6. GIRFEC Ayrshire 2017 [↑](#footnote-ref-6)
7. North Ayrshire Parents [↑](#footnote-ref-7)
8. North Ayrshire Parents [↑](#footnote-ref-8)
9. North Ayrshire Young People [↑](#footnote-ref-9)
10. North Ayrshire Young People [↑](#footnote-ref-10)
11. Scottish Government National Action Plan on Internet Safety for Children and Young People [↑](#footnote-ref-11)
12. Restorative Approaches [↑](#footnote-ref-12)
13. Abusive Behaviour and Sexual Harm (Scotland) Act 2016 [↑](#footnote-ref-13)
14. Hate Crime [↑](#footnote-ref-14)
15. Respectme.org.uk [↑](#footnote-ref-15)
16. North Ayrshire Parents/Carers [↑](#footnote-ref-16)
17. Restorative Approaches [↑](#footnote-ref-17)
18. North Ayrshire Parents/Carers [↑](#footnote-ref-18)